

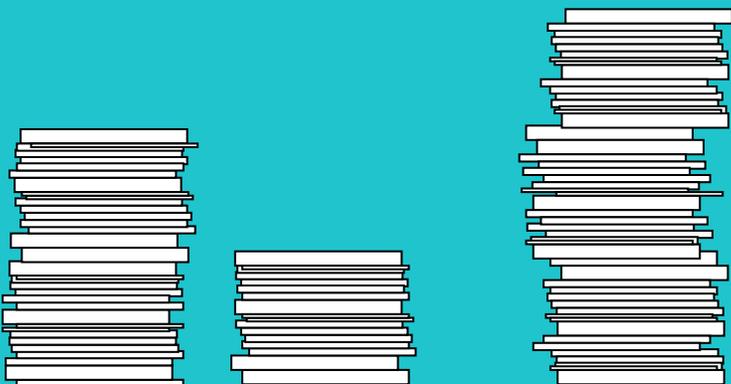


# Morales Group

# Analytics

One of the **biggest struggles** that HR and Operations Managers face on a day-to-day basis is a **lack of good data**. This means that HR and Operations Managers have struggled to understand specifics of what drives positive results for their workforce. The result of poor data has been decisions that are based on blind guesses, rather than using a neutral data source to drive good decision-making.

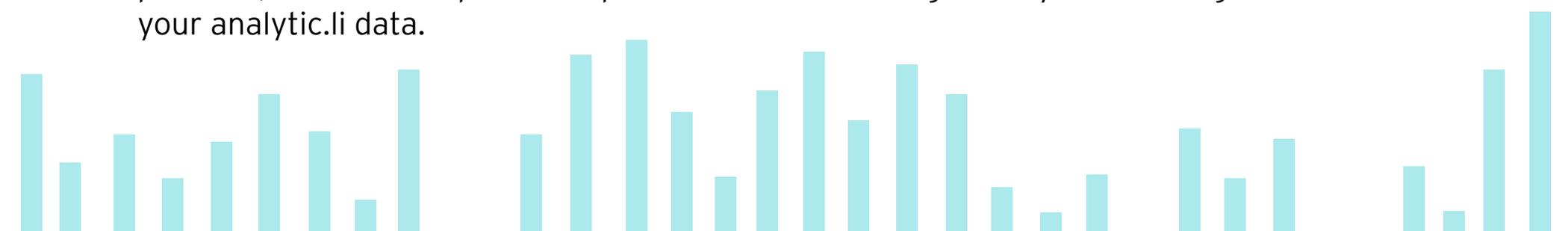
With so many HR Managers struggling to understand *where* to turn, what are some potential solutions that you, as an HR Manager, and your people team can explore to **solve** your analytic issues?



Taking advantage of analytic.li is a game changer for HR and Operations teams looking to level up how they handle their people. What is analytic.li? An analytics tool that allows your team to visualize your data in a simple, but in-depth manner. The data provided by analytic.li allows your teams to get an in-depth understanding of how your actions as a manager influences your hiring and recruiting efforts. A deeper understanding of your hiring efforts will allow you to fine-tune how you **lower retention, improve business outcomes, and have a better overall work environment.**

What are some of the metrics and ways that analytic.li can provide data on your people to your teams? They pull data from payroll, timekeeping, operations, HR, finance, and proprietary sources and present that information on dashboards to business leaders in real time. analytic.li helps companies better understand managing time and labor, wage and benefits, or recruiting, training, engaging and retaining talent, and they do this by location, department or teams.

As your teams continue to push into the data-first people world, having a tool like analytic.li is imperative to long term success and continued growth. As you explore potential staffing partners, be sure to explain how partner KPIs should align with your team's goals based off your analytic.li data.



# Staffing Agencies Using Data



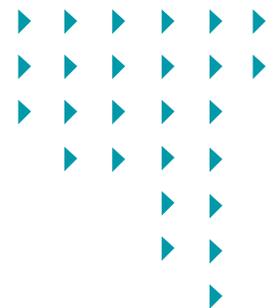
A staffing agency can be frustrating for your teams. Yes, a staffing agency removes a lot of the hiring burden off your team, but *'old school'* staffing agencies may over-focus on finding the correct number of candidates, to the point they will send unqualified candidates or fail to fill. While you can be frustrated with this process, cutting edge staffing solutions are a necessary part of the talent game.

Working with the 'old school' staffing agencies will almost certainly find you struggling with the same staffing failures you always have. However, there are new staffing agencies that are committed to taking your hiring objectives and applying a 21st century approach that leads to better results.

What are these new age staffing agencies doing? Putting data and analytics at the center of talent.

Staffing agencies have traditionally never been able to present clients with hard data on the success of their hiring initiatives . These include data points like turnover, fill time, fill ratios, reduced fill times, and quarterly reviews of the information to ensure proper alignment between the client and the staffing agency. Without these sorts of data points, HR and Operations Managers will continue to struggle with understanding how to evaluate mutual success.

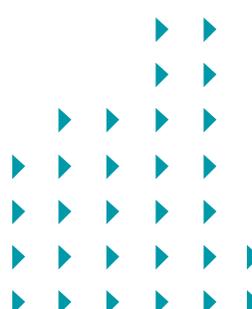




**This initial step is huge for your teams,**

but that still doesn't uncover a deeper understanding of what drives your workforce. The use of analytic tools such as analytic.li unlocks a world of opportunities for HR and Operations leaders by uncovering a deeper understanding of the entire workforce, allowing for better strategies and ideas, ultimately leading to better outcomes.

It's time for you to take the time to evaluate how your HR and Operations teams are viewing people data to unlock better business solutions. If your current talent solution isn't giving you useful people data, it's time to make the switch to a staffing agency that is able to help you grow your data-driven people approach.



# Business

# Intelligence



A BI, or business intelligence, tool allows you to add a wide range of data sources to a single location (often a data warehouse) in order to create a wide variety of reports. These reports are more robust and developed than creating a report through Excel or Google Sheets. Why? Because these reports **allow you to create reports** from all available data sources in a quick manner, making them 'live.' This means the reports update can be refreshed to show the most up-to-date data available.

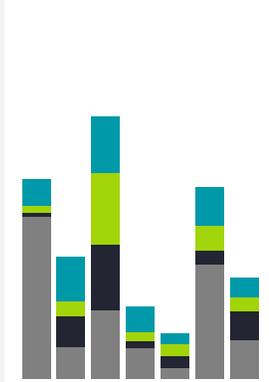
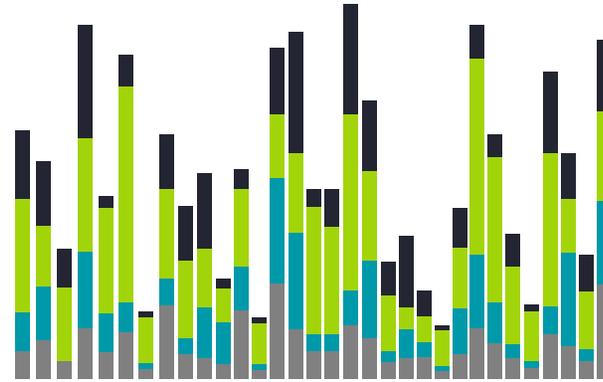
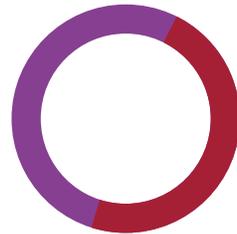


### **Should your internal team be exploring how to implement a BI tool?**

Probably, but what benefits you is having an external partner committed to providing relevant, accurate data for your HR and Operations teams to use as a driver for your people success.

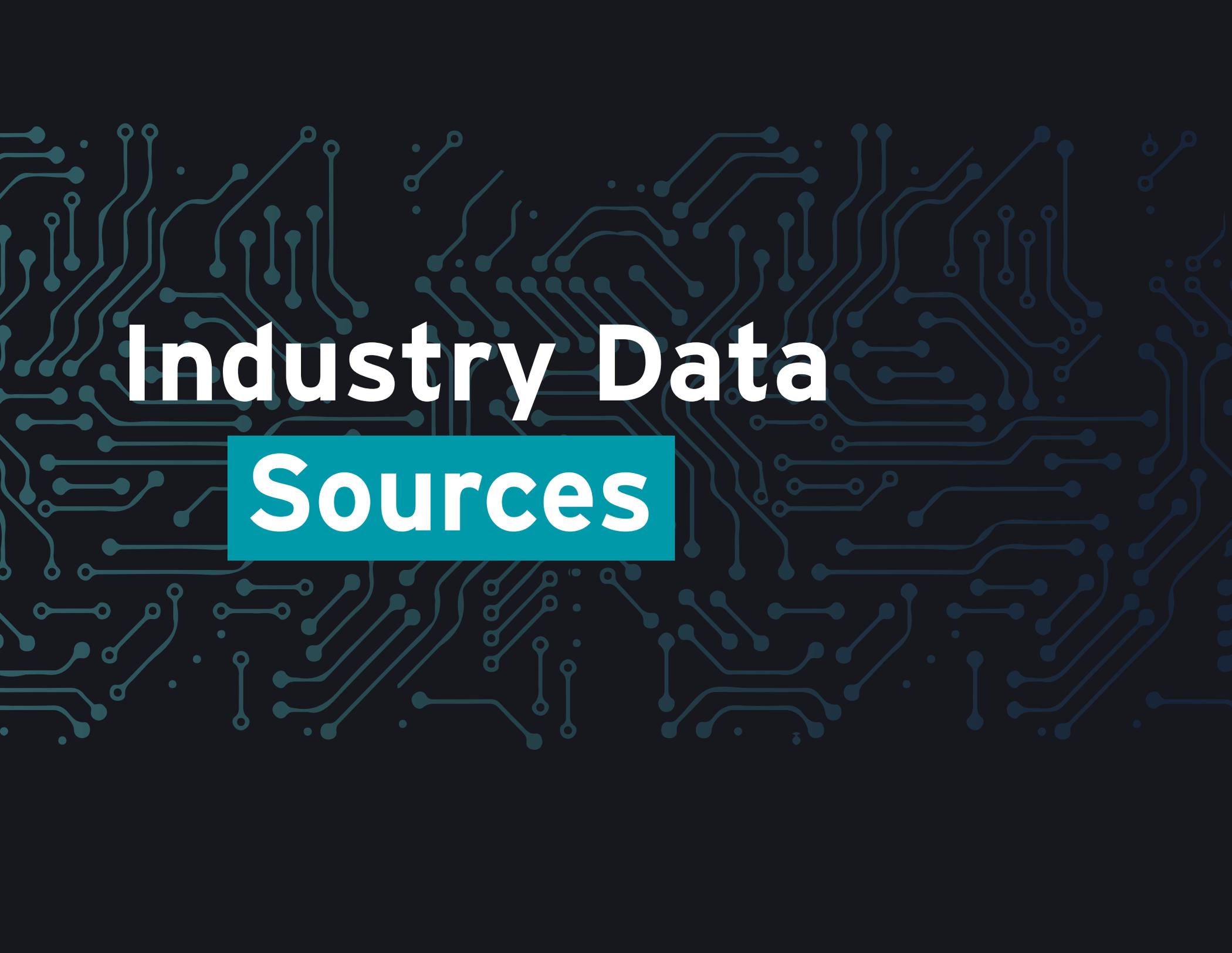


External partners using BI tools should be able to create dashboards for your teams to view and use for measuring success.



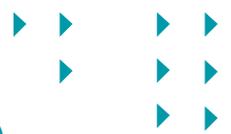
**External partners using BI tools should be able to create dashboards for your teams to view and use for measuring success.** This live data allows you to check into how your hiring initiatives are working on a *daily, weekly, monthly, or quarterly basis*. As you scale up your data-first people approach, having a dashboard for keeping tabs on your data is one of the most important things your teams can do. Using this data is imperative for driving change, developing strategies, and working to make your people-first approach work for your business.



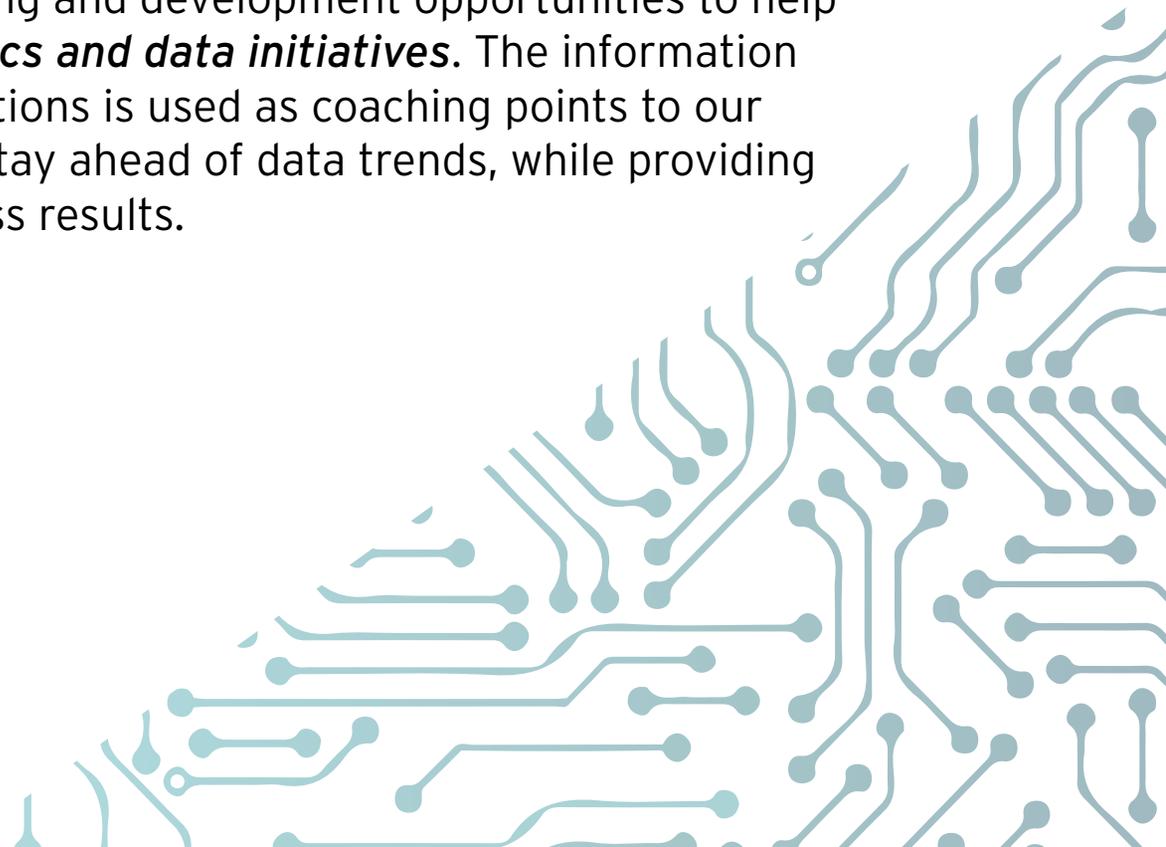


**Industry Data**

**Sources**



One of the best ways to stay on top of the continuing data trend is to take advantage of the plethora of resources to help your teams understand what data and how to use it properly. In the staffing industry, there is a growing commitment to providing partners with the newest ideas and strategies around how data can *improve* your people performance. Several organizations, such as the Staffing Industry Analysts or the American Staffing Association, offer training and development opportunities to help organizations *grow their analytics and data initiatives*. The information taken away from these organizations is used as coaching points to our partners and clients on how to stay ahead of data trends, while providing tactical ideas to improve business results.





**For any HR or Operations Manager, it is important to understand that starting with data is the most important approach.**

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Organizations like the SIA and ASA can provide you with so much new information that the idea of starting can seem daunting. Not every organization is ready to jump into artificial intelligence or predictive analytics or any of the other buzzwords heard on a regular basis. And, that's okay. **The important thing is to understand that data and analytics are the underlying solution to answering your big questions,** and it is okay to make progress over perfection your teams mantra. Evaluate your team and see how you can utilize their current skill sets to execute on even the smallest of data-forward ideas.

**Once you start, use your failures as a learning tool for the future. Fail fast, fail often, and push yourself to understand how to improve.** As you continually improve, you will start to see the rewards of your data investment start to pay off by seeing solutions come to life. After you reach a point of initial success, revisit some past learnings uncovered from the SIA or ASA to continue your growth and understanding of how to build for the future.